

Public Service Commission



Annual Report for 2013-14



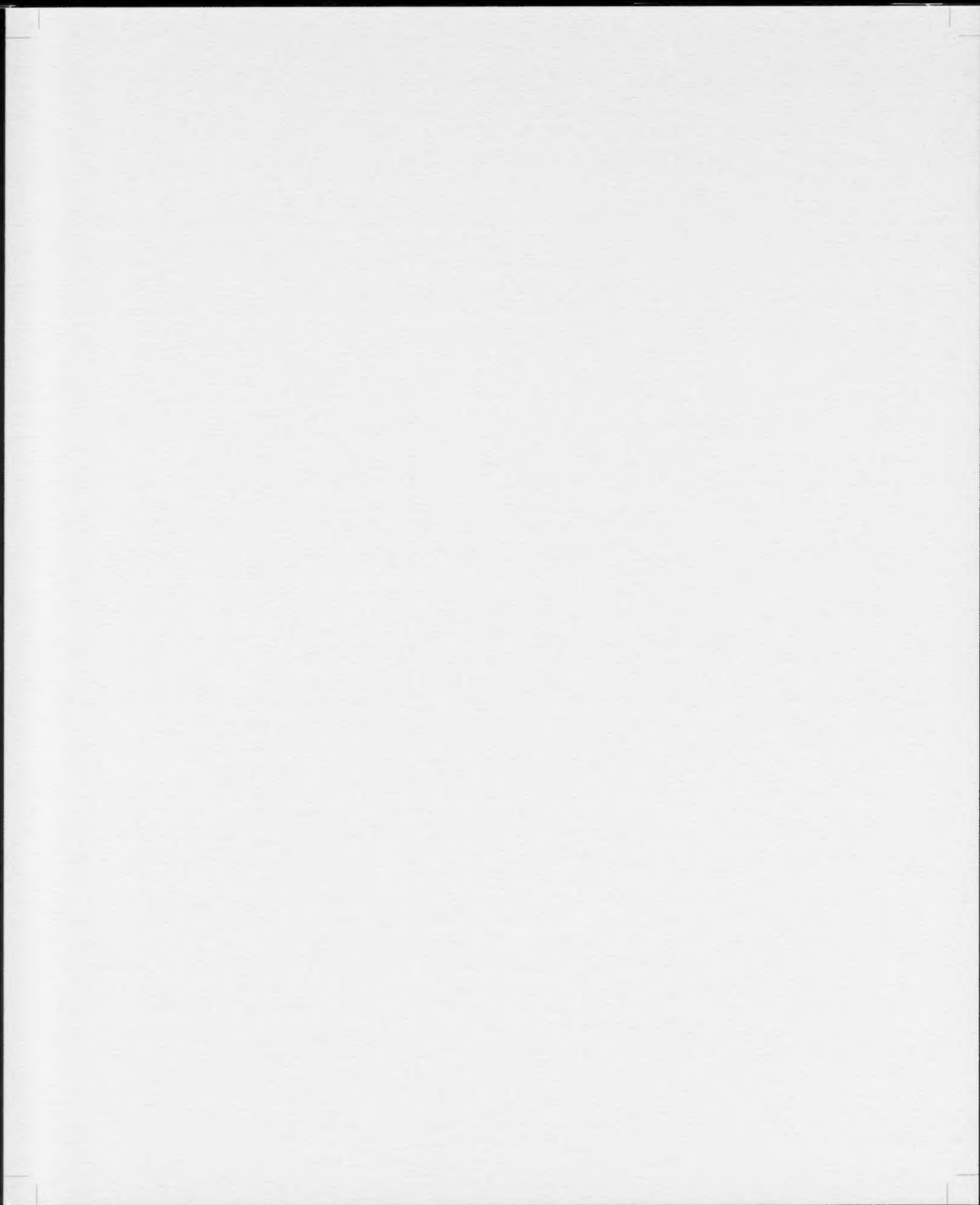
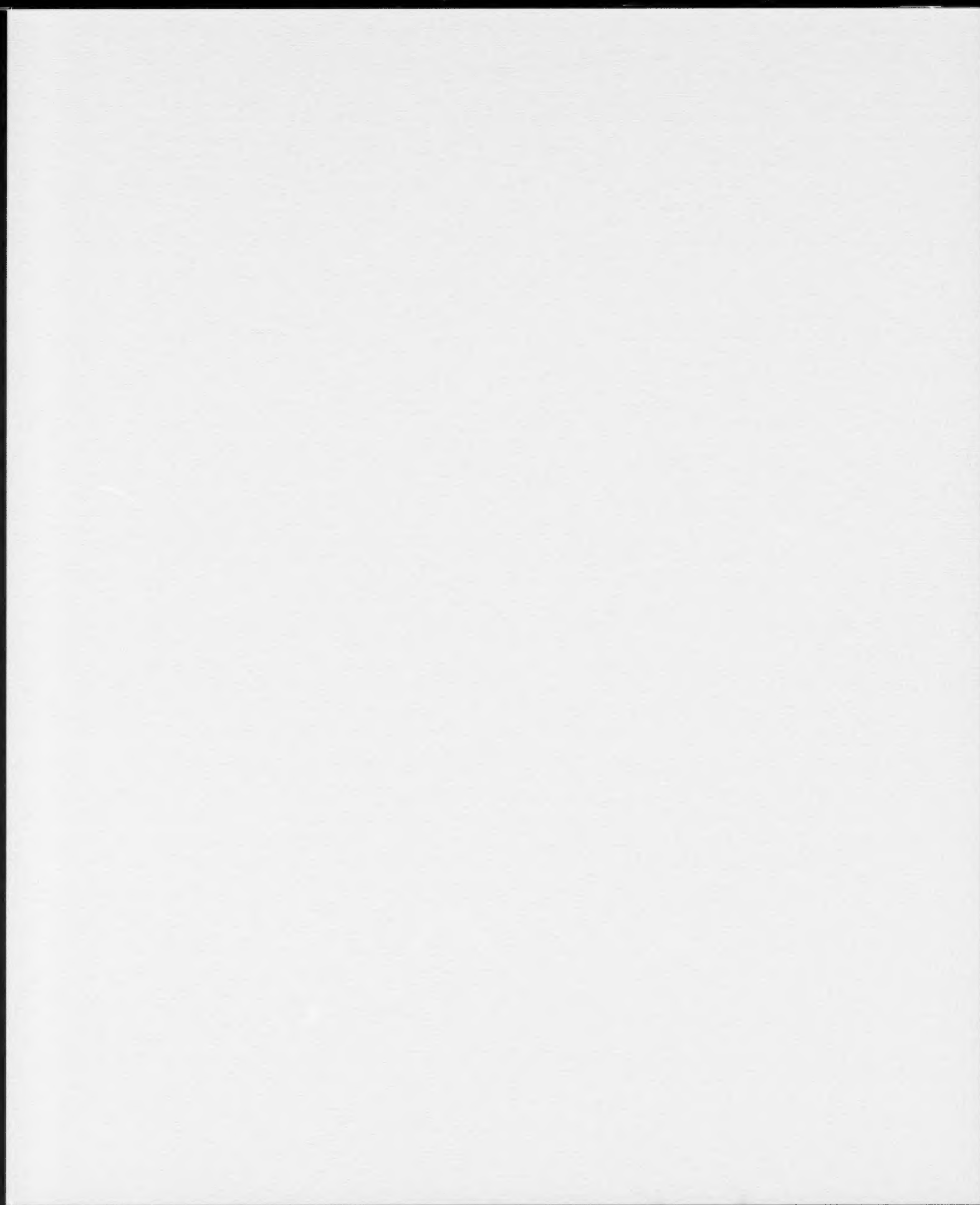
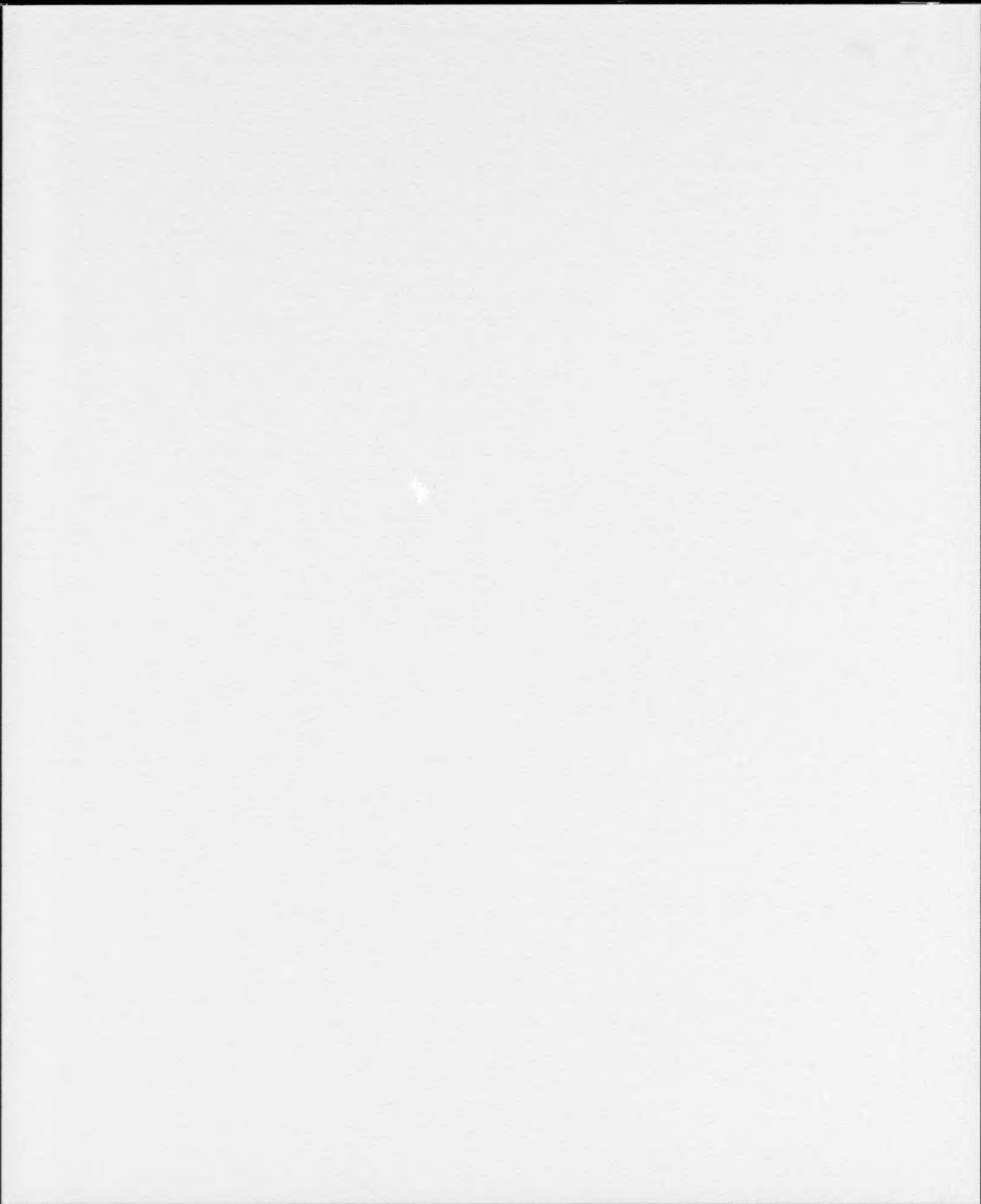


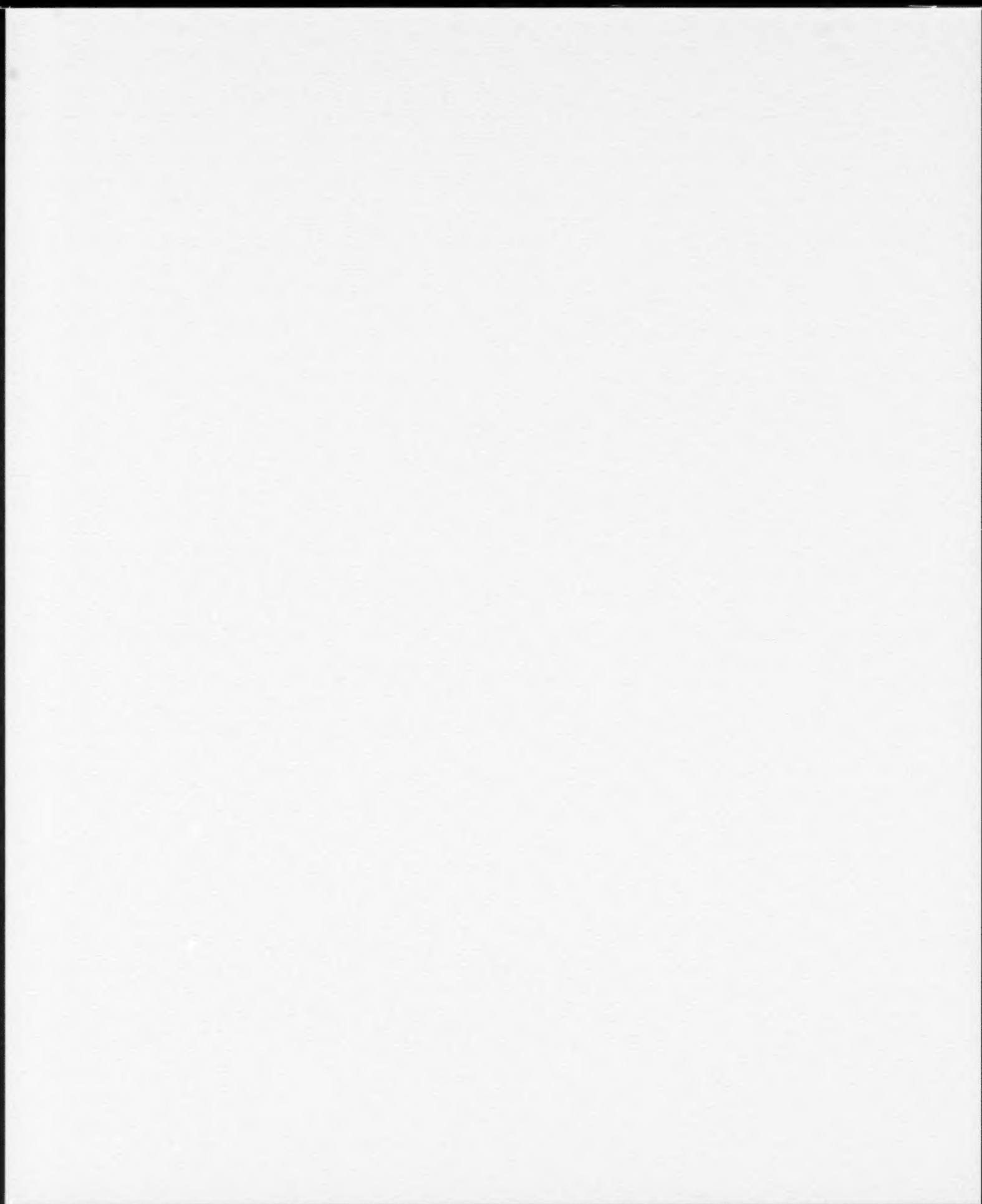
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Utilize workforce planning to ensure the public service has a skilled and productive workforce available now and in the future to provide quality programs and services to Saskatchewan citizens.

- Worked with the Ministry of Finance to ensure that consideration of workforce needs and issues will be embedded within the planning, budgeting and reporting approach for the public service.

Build a values-based culture to foster citizen-centred service excellence, enterprise approaches, operational efficiency and innovation.

- Provided corporate leadership to introduce and sustain a culture across the public service that is focused on integrity and respect, client-centred service, excellence and innovation and working as one team.
- Developed tools and supports to assist public service managers in building workplace culture.

Create a public service that is smaller, more effective, efficient and responsible. Continue to support the government-wide strategy to reduce the size of the public service by 15 per cent.

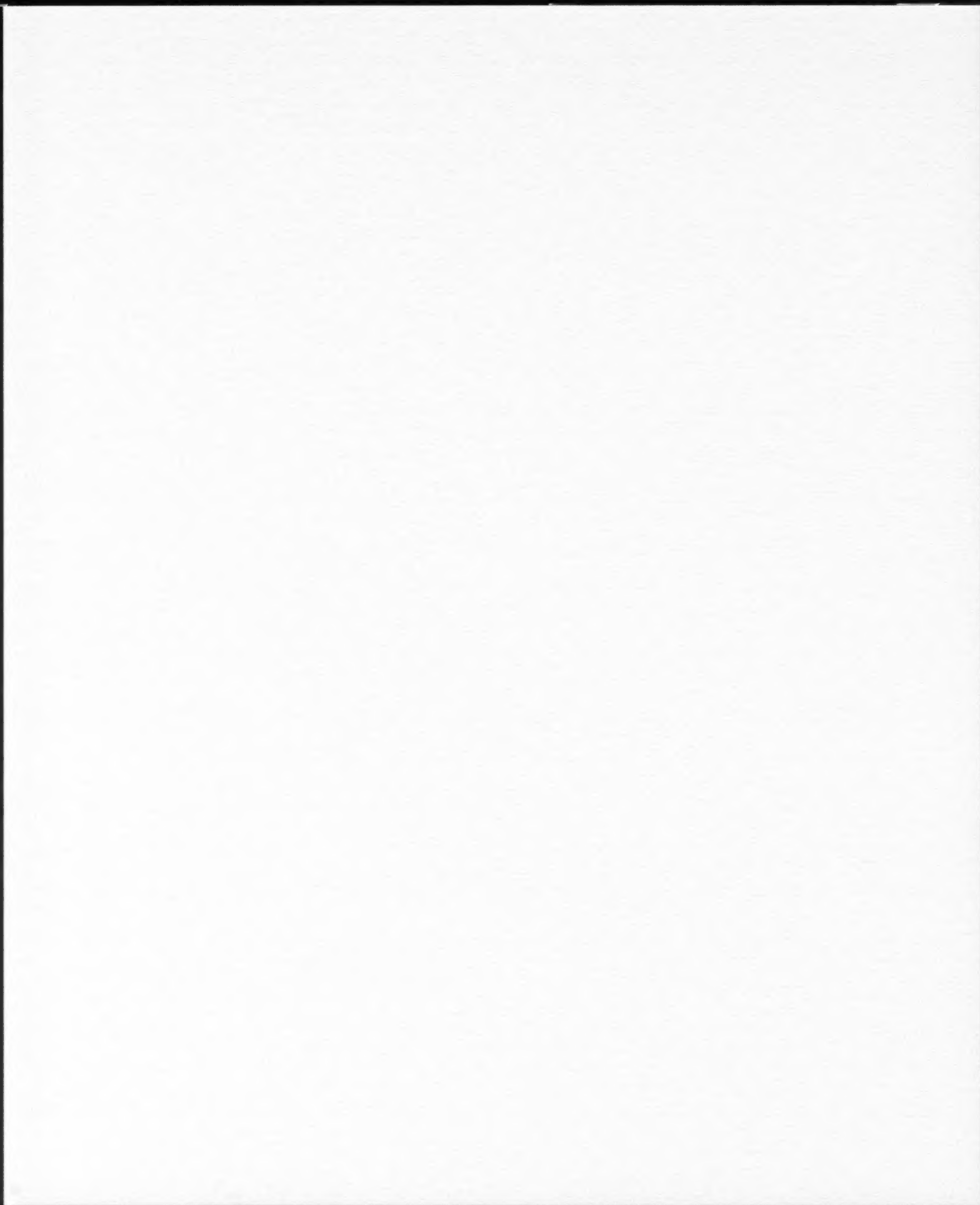
- Continued to support the Workforce Adjustment Strategy through the final year of that initiative by assisting ministries to improve operations, streamline processes, create stronger synergies between program and service areas and implement alternative service delivery methods.

Increase public service productivity by responding to employee engagement and enablement drivers.

- Supported ministries to conduct employee surveys in order to identify and address the key challenges to engaging employees.
- The public service increased the percentage of payroll spent on direct learning and development from 0.82 per cent to 0.96 per cent.

Finalize new collective bargaining agreements with the Saskatchewan Government and General Employees' Union (SGEU), and the Canadian Union of Public Employees (CUPE) that balance the rights of public service employees, the needs of the public service, and the resources of Saskatchewan citizens.

- Concluded bargaining with SGEU and signed the collective bargaining agreement on June 24, 2013.
- Reached a tentative agreement with CUPE on March 27, 2014.

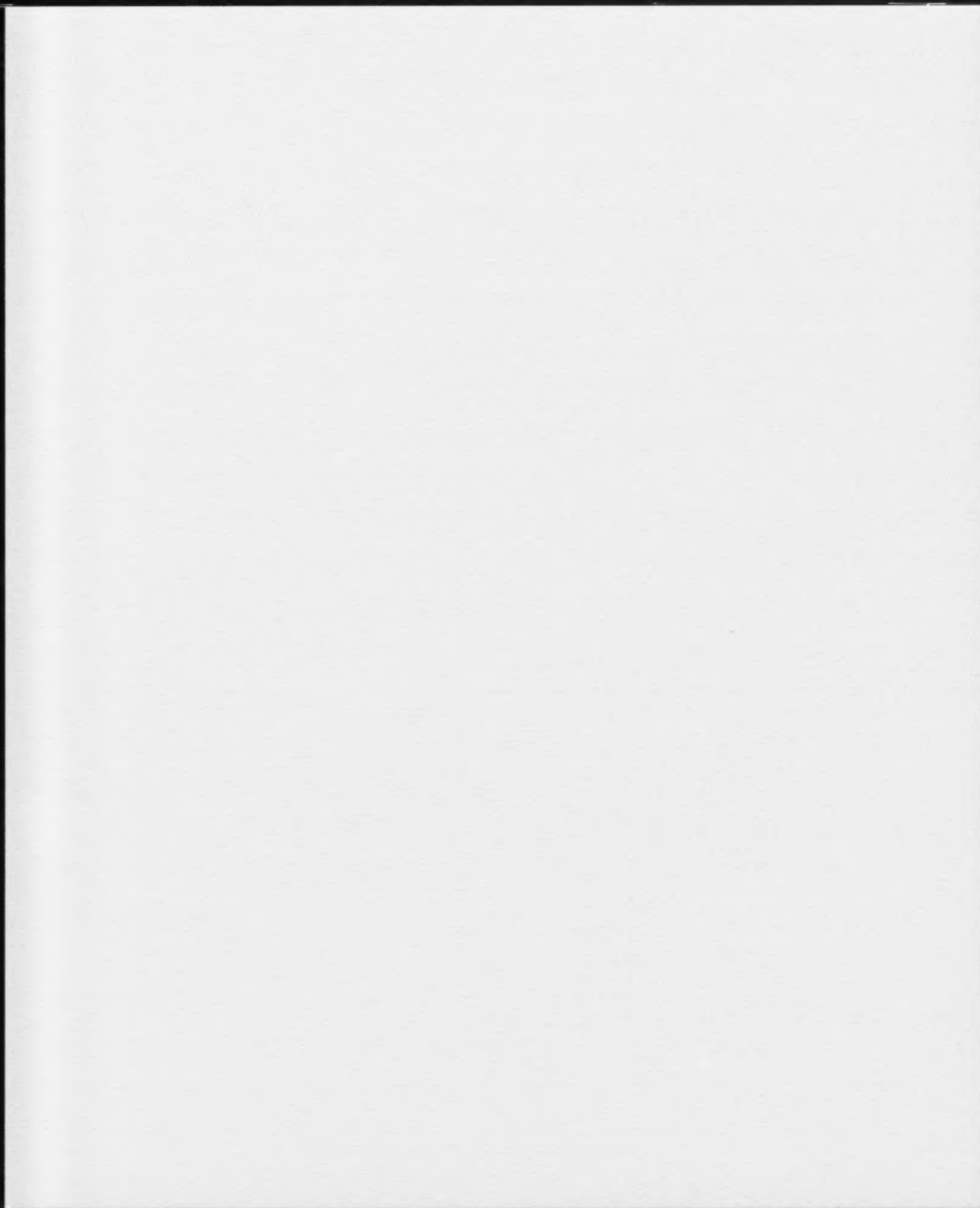


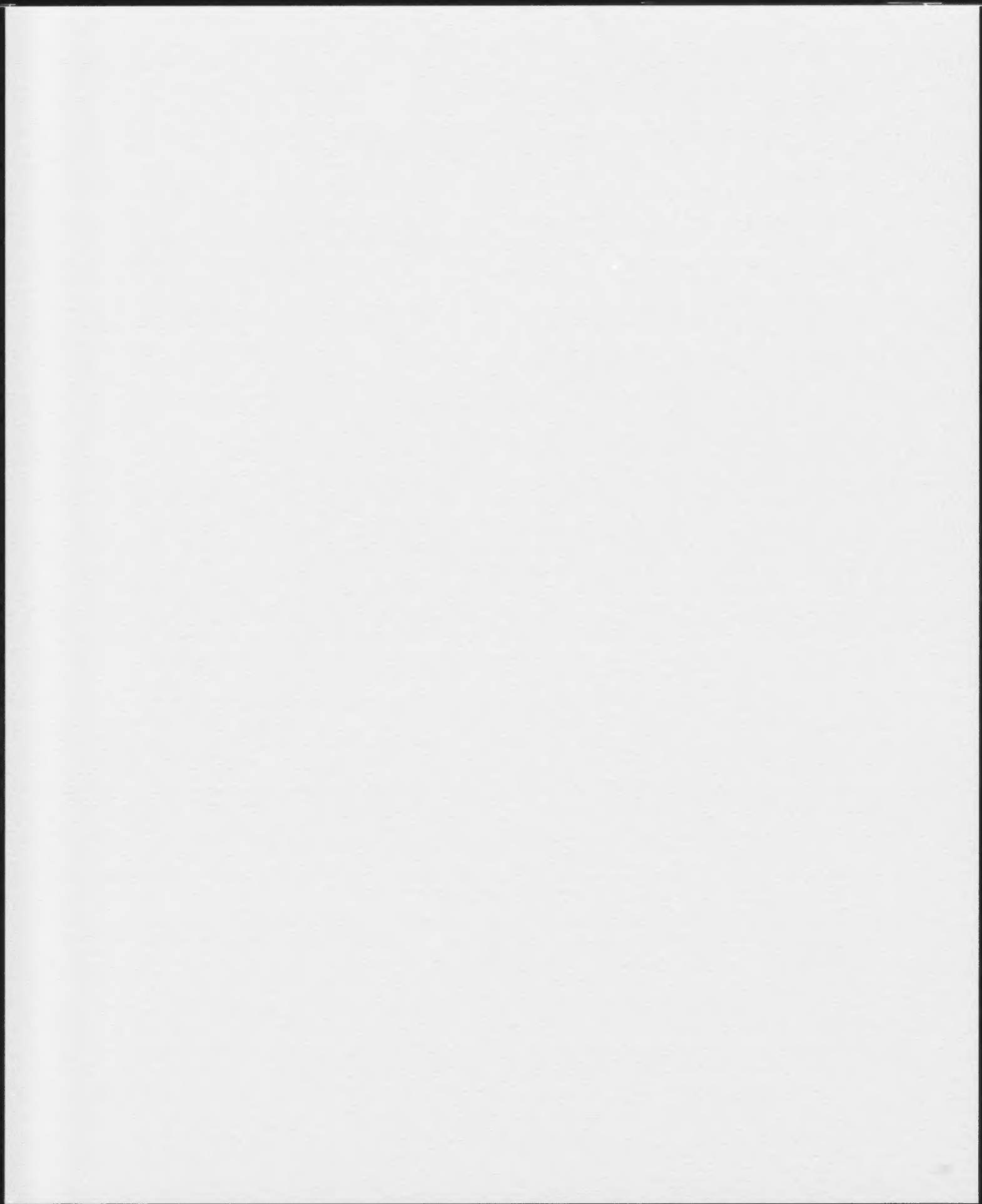
Enhanced the service-wide talent management strategy to ensure senior leaders in the public service have the skills and management expertise needed to deliver programs and services, and expanded the strategy to middle management levels.

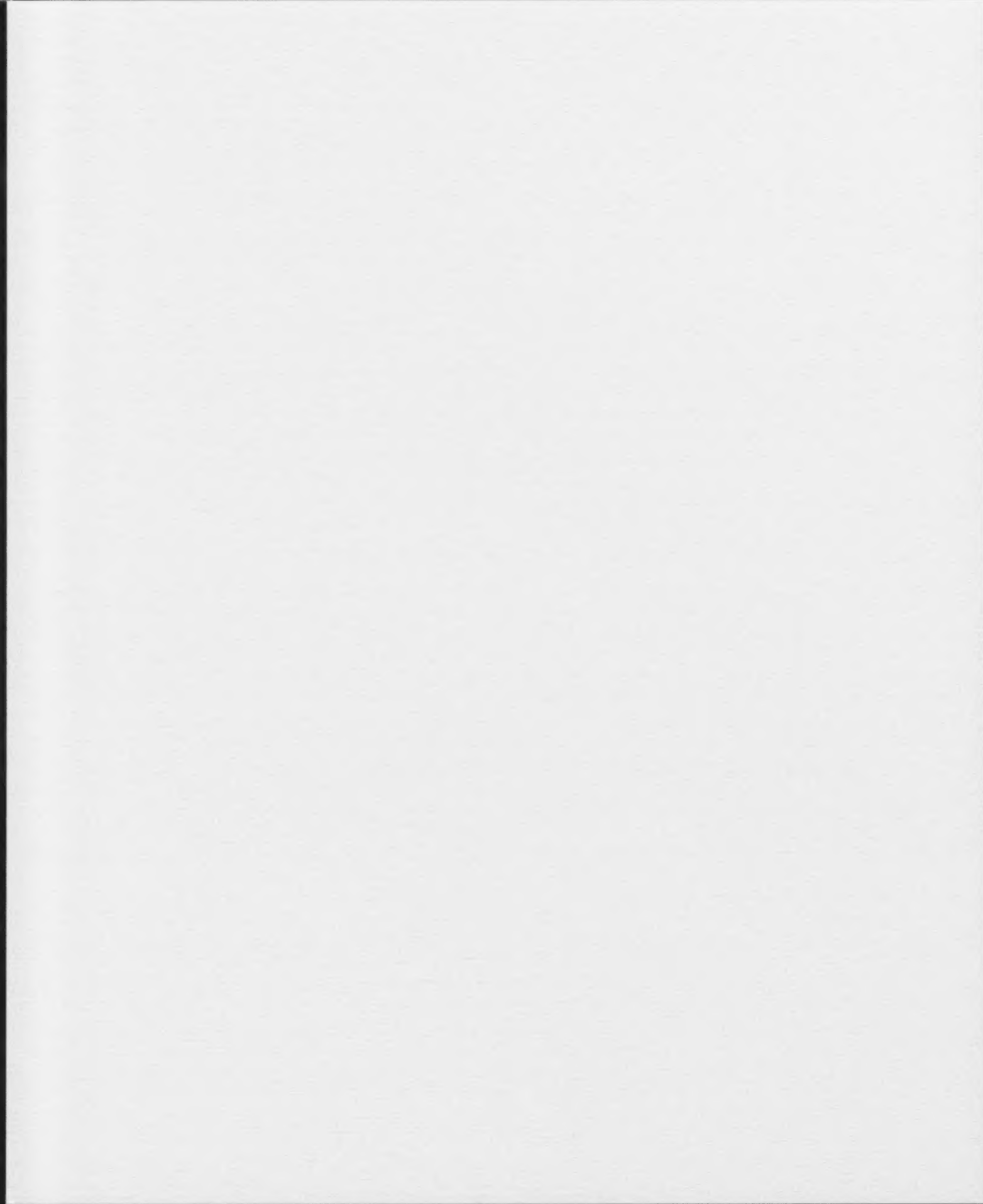
- Updated the corporate talent inventories of employees with high potential for executive leadership roles.
- Conducted a project with the Aboriginal Human Resource Council to explore potential barriers to the recruitment of Aboriginal executives.
- Initiated an inventory of potential external Aboriginal candidates for executive positions.
- Conducted a Request for Proposal process to award five search firms standing offers with the Government of Saskatchewan for work related to executive and hard to recruit positions.

Lead the implementation of the new diversity and inclusion strategy to ensure the Saskatchewan public service has a workforce reflective of the population of the province.

- Facilitated dialogue between Deputy, Assistant and Associate Deputy Ministers and Executive Directors with the Chief Diversity Officer of the Ontario Public Service.
- Created "TAWAW" (meaning "welcome" in Cree language), an employee orientation initiative that connects Aboriginal employees with experienced Aboriginal employees.
- Increased collaboration among employee networks and connections with community-based organizations.
- Created an informal inclusion council made up of champions from across the public service who are interested in sharing ideas, collaborating in joint diversity initiatives and learning from the perspectives of others.
- Initiated work on the development of a disability strategy for the public service, aligned with the Provincial Disability Strategy being led by the Ministry of Social Services.
- Increased student employment to 1,227 from approximately 900 in 2012-13. Information sessions were held to encourage students to consider pursuing careers within the public service upon graduation.

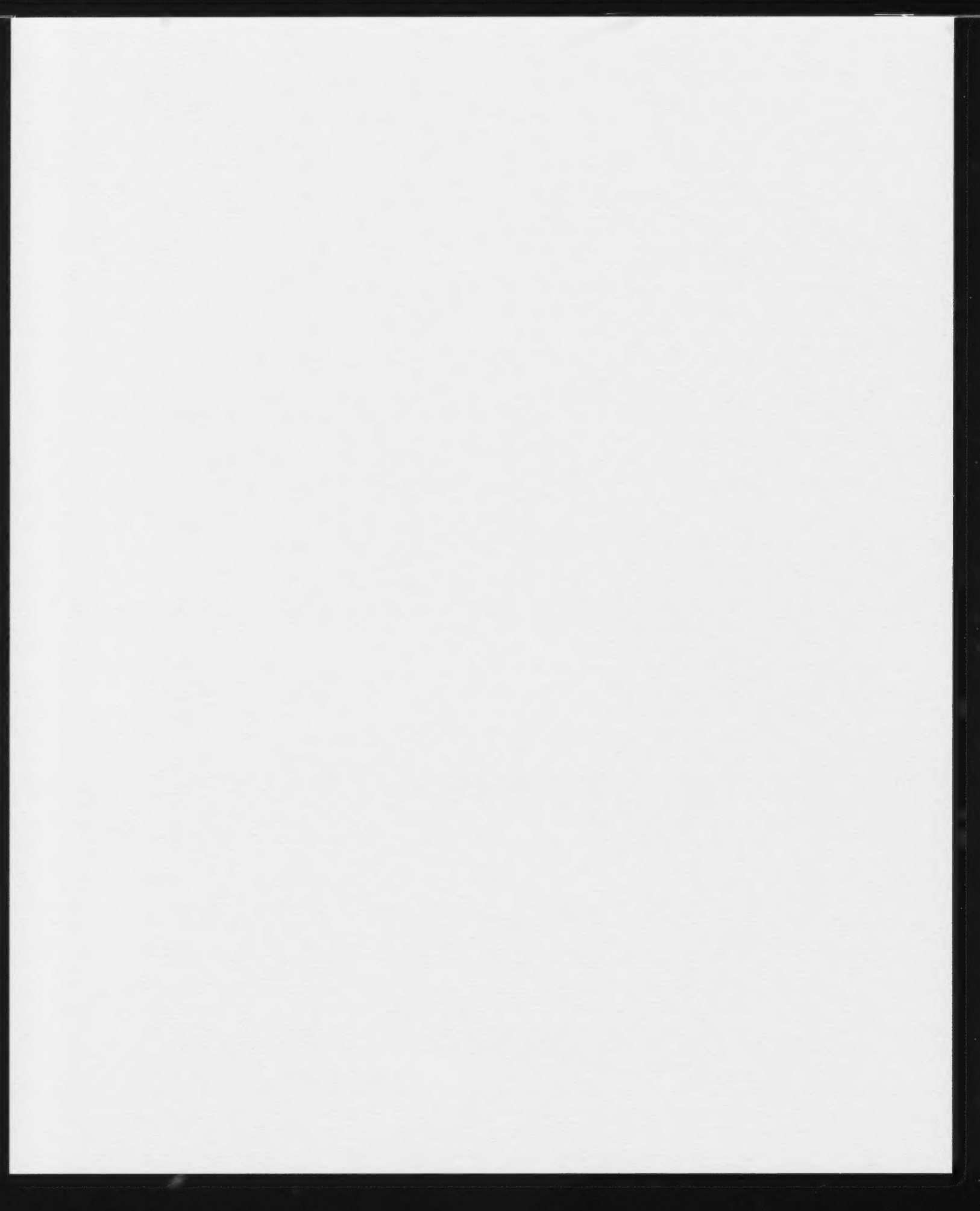


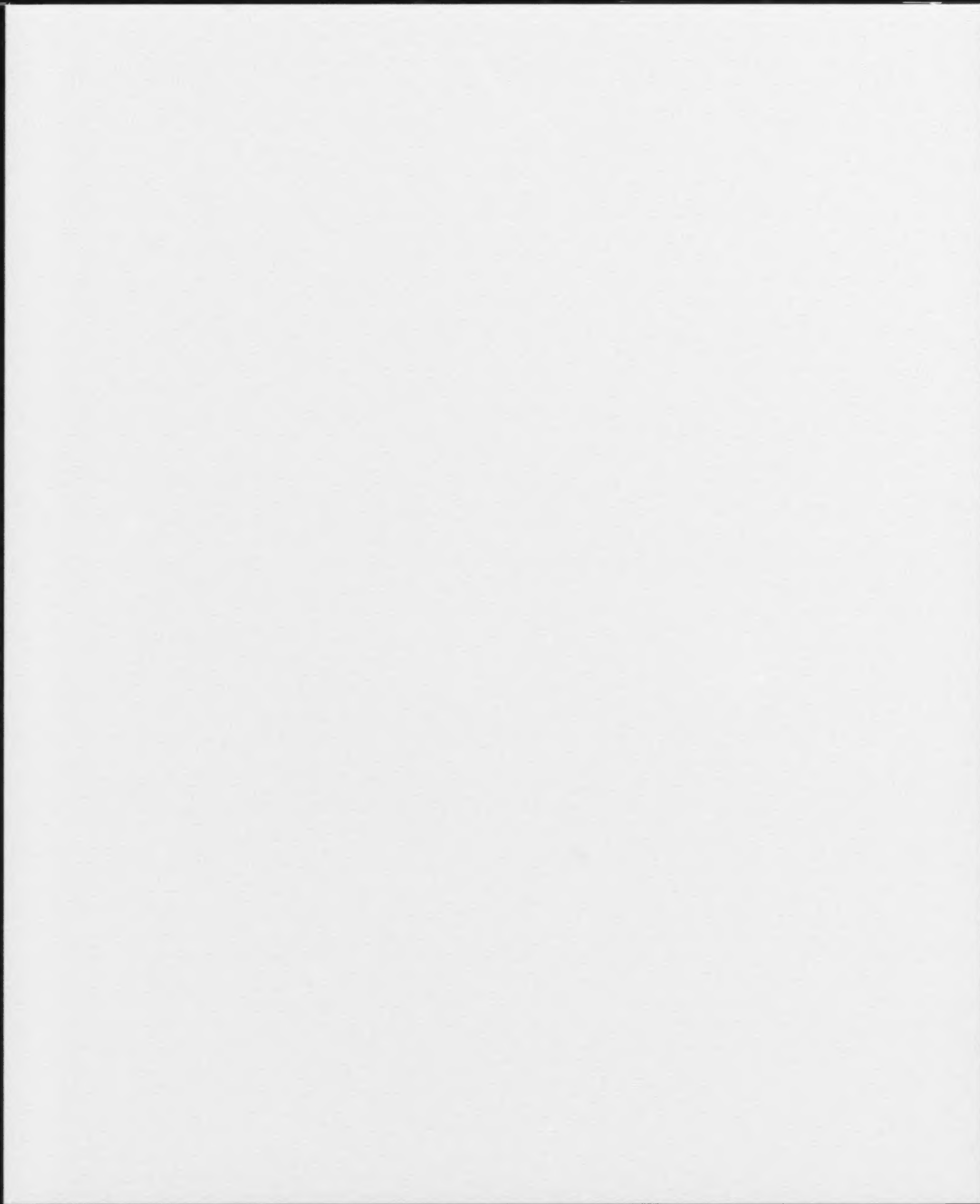












Appendix C: PSC Organization Chart – March 31, 2014

SASKATCHEWAN PUBLIC SERVICE COMMISSION EXECUTIVE STRUCTURE

